

## North Dakota 2014 Teacher / Administrator Compensation Summary \* (School Year 2013-2014)

for the 2011-2012 (denoted "2012"), 2012-2013 (denoted "2013"), and the 2013-2014 (denoted "2014") school years using the Department of Public Instruction STARS - State Automated Reporting System. Employee Compensation Reports are due annually on September 10, as per NDCC 15.1-02-13. The Department of Public Instruction performs data analysis annually to answer the following five questions regarding Employee Compensation Report data. The following spreadsheets are labeled accordingly with uppercase letters A-E.

A) What are the minimum, maximum and average instructional salaries by school district; and what are the previous averages?

B) What are the base instructional salaries by school district?

C) What are the total instructional salaries by school district?

D) What are the total instructional benefits by school district?

E) What are the total compensation amounts for instructional employees by school district?

### 2014 Highlights:

Average Administrator base salary increased from \$81,445 to \$86,375 (\$4,930 or 5.71%) from 2012 to 2014.

Average Administrator Compensation increased from \$110,447 to \$121,047 (\$10,600 or 8.76%) from 2012 to 2014.

Average Teacher base salary increased from \$46,134 to \$48,466 (\$2,332 or 4.81 %) from 2012 to 2014.

Average Teacher total compensation increased \$64,953 to \$70,093 (\$5,140 or 7.33%) from 2012 to 2014.

Employee Counts: Full time administrators: 595 FTE's, Full Time Teachers: 8,587 FTE's

### \* Notes / Disclaimers:

The intent of this report is to describe compensation data for the 2013-2014 school year. These data are NOT intended to represent compensation amounts for the current school year (2014-2015).

The values presented in this report are summaries of compensation data submitted by North Dakota School Districts regarding teacher and administrator salaries. These data are presented without alterations or deletions and DPI assumes that Districts accurately and consistently report all compensation data.

Data presented here reflect only full-time (1.0 FTE's), District, licensed, employees that were employed for  $\geq 172$  days per school year. Data for the 2009-2010 Employee Compensation Reports were downloaded from the DPI SQL Server during Oct. 2010. 100% of expected Public School Districts in 2009-2010, 2010-2011, and 2011-2012 have submitted reports. DPI has complied with NDCC 15.1-02-13.3 guidelines for Employee Compensation Reporting.

Salary/compensation comparisons are consistent across years.

Licensed staff employee compensation data are presented according to "Teacher " and "Administrator" categories defined in NDCC 15.1-02-13.6. "Teacher" positions include the following: Coordinator (22), Counselor (37, 38), Instructional Programmer (40), Library Media Specialist (41), Special Education Consultant (42), Pupil Personnel (56), Psychologist (59), Speech/Language Pathologist (62), Supervisor (68), Teacher (70), and Tutor in Training (72). "Administrator" positions include the following: Asst. Director (4), Asst. Superintendent (66), Asst. Principal (4), Director (29), Principal (53), and Superintendent (67).

All administrator (6) and teacher (12) positions (described by the position codes above) were selected from the SQL Server Employee Compensation Table based on the "Major Assignment" and "Other Assignment" data fields, and an assignment percentage ("Major Assignment Percentage" and "Other Assignment Percentage") of  $\geq .5$  (50%). Tertiary assignments and position codes other than those described above, were not considered. Other selection criteria were as follows: District number < 200, school year = 2010, FTE  $> .99$ , Days Employed  $> 172$ , and base salary  $> 5,000$ .

Sample sizes for 2012-2013 Employee Compensation Data were as follows: Districts reported for teacher salaries: n=176; Districts reported for administrator salaries: n=154; Teacher records: n=8,562; Administrator records: n=569.